

NMSU Employee Council
Employee Council Meeting
Agenda May 9, 2019
Milton Hall Rm. 85
2:30 – 4:00pm

Members Present In Person: Linda Beavers, Tim Darden, Monica Dunivan, Marissa Fowler, Anne Gallegos, Anne Hubbell, Keith Mandabach, Marisela Marquez, Karena Pirtle, Louis Sandoval, Dacia Sedillo, and Sonia White

Members Present Online: Gary Bond, Courtney Castle-Chavez, Thaddieus Conner, Cynthia Pelak, and Karla Volpi

Alternates Present in Person: Letty Gallegos (for Milen Bartnick)

Alternates Present Online: Humberto Morales

Guests Present in Person: Randle Dominguez and Paige Kelkenberg (presented on marketing of season tickets in agenda below)

Guests online: Steven Ash, Olga Holguin, Greg Smart, Emma Ortiz, and Angelica Gonzalez.

1. Call to order 2:38 PM by Anne
2. Approval of Quorum: Confirmed by Anne
3. Welcome to members and guests: Sonia welcomed everyone
4. Approval of minutes
 - a. April 2019: Louis made motion to accept, Letty seconded, all in favor
5. Benefits Update: Armando, not here, Milen will remind him next time.
6. Founders Day Update:

1,800 people were there, 2,100 was what we usually there.
Chris from Pan Am said they have nets we can borrow that will help with shade.
People really did like the nacho bar.
Lines for food went well
Wind was tough on Sodexo and one of the food stations.
People left before awards all given out, more shade will help with that.
Keep it short, people have short lunch hours.
It wasn't too loud too which was good.
People seemed to enjoy the program and food.
May need to announce/put on posters that awards are given out. Maybe put on Hotline.
Need more big posters for next year (at least 100). And get them earlier.
Get information on Theme and date from Provost/Pres. at quarterly meeting.
Fewer brochures (maybe 500).

7. Athletics (Guests):

a. Randle and Paige (Guests from Marketing Dept.)

- Talked about season tickets. If you renew men's bball tickets by June 15 can get a Jimmy Collins' jersey. Talked about Football season tickets.
- Payroll deduction forms for season tickets online as well
- Baseball!: May 17 employees get in for free, bring banner ID. First pitch starts at 2. Striking's bday party so dogs are welcome! He is throwing out the first pitch, kids 12 and under get in free.
- Aggie Country Pass: \$140 and staff gets it for \$70, everything but men's basketball or football. Youth packages will get in put in place, get youth season tickets for \$1 for first youth then \$50 for next child.
- Monday: a meeting with athletics dept to help them with Marketing. We want to incentivize faculty and staff to buy season tickets.
 - Maybe add a family pack and maybe a pack of 4 for specific games. Or for season.
- They may want to consider letting people buy as a group, diff people use tickets for diff games.

- b. This was sent to President: Request for baseball to send email to all employees to let them know that May 17th game is free with staff ID. Will come out on Hotline too.

8. Position Compression in HR – Monica:

- a. If you want to stay where you are working and want to make more money, there are "steps" to move up and we are not using them.
- b. She spoke with Abigail and Dr. Jones and explained the situation. Hopefully we can start a discussion on this.
- c. People are stuck in roles for years but can't move up because will surpass another person in pay.
- d. Salary compression is given as the reason.
- e. Years of service should not be the only marker. We have the steps, why can't we use them?
- f. Hurts in our hiring processes.
- g. They need to be departmental decisions, not HR decisions.
- h. Major issue in Carlsbad. Can't hire people at competitive salaries.
- i. Bring this up at our quarterly meeting. A lot of this comes from HR. Also the inefficiencies of the systems takes too long.
- j. Even issues with evaluations and giving staff ratings of exceeds expectations – this implies that they should be promoted and get more money so not allowed to do that.
- k. The issue is that we can't promote people based on performance.
- l. Example of how changing titles keeps people from getting paid more: Louis example of being changed from "Head Equipment" to "Equipment: Football" as.

9. Comments for Regents Concerning Employee Council

- a. Annual Leave: Sonia: these are on the Consent agenda and that usually gets approved without discussion. Email went out for comments and these are already said to be approved. Gone to univ. budget committee, Pres., Chancellor, and now to Regents. UNLESS they move them out of consent and into an action item – needs to be done before meeting tomorrow. Sonia’s report is before the consent items, if during that report if she says something, do they have the opportunity to move it to action item? BEFORE meeting, can a Regent ask for this to be moved to Action item? Yes, but this is basically a done deal, nothing we can do. 😞 We did give feedback on this proposed 1 day of additional leave even though we would prefer one more day of leave (2 new days total).
 - b. Insurance Premium Contributions: Union and Employee Council are partnering on the recommendations. This is in the Consent agenda as well.
 - c. SO, report Sonia’s report will be to thank Regents for coming to Founders’ Day and thanking those who worked on Annual Leave and Ins. Premium proposals.
10. Discussion on requesting to have until the end of September to take annual leave and possible action from council to send a formal request in support of making the change:
- a. Monica: people are asking for this to be moved to June or July 30, possibly even August. Sonia can speak to Dr. Jones about this. This came in on our Empl. Council email asking for a grace period.
 - b. Dacia, it is a “cost liability” and so it is a paper budget line-item, that is why they have made it so that we must take it so early.
 - c. Prob: staff like to take it in July and they also like to have the 240 hours available.
 - d. People keep losing hours every week. One of the main issues is that people are not able to take time off.
 - e. Biggest issue: Management/Employee expectation is that you don’t hit 240 in June, that employees are allowed/encouraged to take leave. Supervisors need to know that employees need to take their leave.
 - f. Maybe make this as a suggestion of an employee’s annual performance review to include a time off plan. An expectation that supervisors have that conversation with employees – can strategically plan some of the vacation time.
 - g. Sonia: Email Andy Burke and Dr. Jones to get it on their radar and see what they can do.
11. Subcommittee on Employee Council Elections and discussion:
- a. From email: What areas do committee members represent? It appears that anyone can be nominated, not dependent on areas where people are needed.
 - b. We used to be very restrictive so that there were specific people from specific areas. We don’t do this anymore. From outside Las Cruces campuses, used to have two people, now one.
 - c. Also, we can only see people within your own category. You can’t see other people.
 - d. Sonia: this is on the Employee Council website, not on the election ballot.
 - e. Letty: let’s go to the bylaws! HR IT group used to give us demographics to let

us know who we need to have on the committee. Then ICT did the report and they sometimes do and sometimes they don't. When we don't have the report then we don't know who we need.

- f. We may need a subcommittee to evaluate this. Sonia will look into forming a committee to look into this.
- g. Upcoming election, we want to do it earlier so that each person who will be on the ballot will have a write up included.

12. Discussions on what is going on with grading / Mid-Summer Construction Project to start Univ/Triviz Area, expected to last two years.

- a. Grading, fractional grading: shot down, and then three new different proposals came through. Students who went to Fac. Senate Subcommittee, students wanted the 4.3 grading. All proposals were denied, proposal was to do a study for next year. Committee needs to include staff and students. Proposition for additional time for military and staff to time for graduation did pass.
- b. Construction: Monica/Dacia: It is now started in Aug/September.

13. New Employee Orientation

- a. Update (Monica): We need to be more positive but we don't have enough information on this comment.
- b. Volunteers: We needed more volunteers, sign up went around and now they are all full!
- c. Fliers will be dropped off by Sonia for New Employee Orientations.

14. Open Spots on Committees:

- a. Sustainability: need a person for this. Contact Milen if you are interested.
- b. Communicable Disease Committee: Anne
- c. Athletics: Keith is stepping down and Courtney will be taking his place.
- d. Diversity Council is open as well: Every Wed at 1:30. Marisa would like to take that over from Keith.

15. Committee Reports Employee Council Committees:

- a. Anne made a motion to ask that everyone please email them to Sonia to pass them on. Letty seconded, all in favor, no opposed.
- b. Sustainability report sent by Milen: May 7th, 2019 – Milen Bartnick
 - Meeting was held and Allison Jenks was in attendance. Jenks is the new NMSU Facilities/Sustainability Manager. The council had a brief discussion about the concern that the facilities part of the title could diminish the sustainability focus of the position, but the conversation soon dropped off.
 - Sustainability Council will be meeting with the chancellor, but Heather Watenpaugh was not in attendance to give us the update on when the meeting will be. If I heard correctly, Heather is joining the team up at UNM.
 - Dr. Luis Rios, chair of Sustainability Council is retiring from NMSU this summer, and hopes to remain involved in some capacity with the council after he is retired.
 - Lisa LaRocque, City of Las Cruces Sustainability Manager, gave a presentation as to how the city is working to be more sustainable and how

complicated issues are. The City of Las Cruces will be considering a ban on plastic shopping bags like Albuquerque just passed. You will probably hear about this in August, with the hope of implementation happening by June 2020.

- The construction project for the turnabouts on Triviz and the highway are scheduled to begin mid-summer and take two years to complete and it will impact traffic coming onto and leaving the campus area.
- Other topics of discussion included the horrible taste of Las Cruces water and the impact it has on the environment when everyone wants to drink other water that doesn't taste like pool water.
- A council member brought up that he feels the area will be devastated when we run out of water in the next 10 to 15 years. Farming and global warming will be putting more strains on our systems.
- Another council member wants students to be aware of sustainability as a choice and lifestyle as part of their NMSU experience.

16. Announcements

- a. Free game for May 17

17. Adjournment: Louis motioned to adjourned, Dacia seconded, all in favor.

Adjournment at 4:08 PM

Next Meeting: Thursday, June 13th, 2019. We will not have a July meeting.